Corpus Christi Army Depot Initiatives to Hire Veterans

Recruitment Strategies and Outreach Efforts

Corpus Christi Army Depot Veteran Workforce Composition

- 3,169 Total Number of Employees
- 1,796 Total Number of Veterans
  - 57% of our workforce is comprised of Veterans
- 1,117 Total Number of Hispanic Veterans
  - 62% of our veterans are Hispanic
    - 1,530 5-Point Preference Elig (63% Hispanic)
    - 52 10-Point Disability Pref Elig (63% Hispanic)
    - 106 10-Point Compensable Pref Elig (54% Hispanic)
    - 5 10-Point Other Pref Elig (100% Hispanic)
    - 102 10-Point Comp 30%+ Pref Elig (52% Hispanic)

Corpus Christi Army Depot
Recruitment Strategies and Outreach Efforts

- **Special Appointing Authorities for Veterans**
  - Veteran's Recruitment Appointment (VRA)
  - Veteran's Employment Opportunities Act of 1998, as amended (VEOA)
  - 30% or More Disabled Veteran Program

Corpus Christi Army Depot
Recruitment Strategies and Outreach Efforts (cont'd)

- **Outreach Efforts**
  - All external hires are announced in our local newspaper.
  - Organized internal committees that network with the community.
  - Job announcements are forwarded to 14 organizations within the community for all external hire positions.
  - Developed recruiting drives are well-targeted, pro-active and smartly designed to reach our intended audience.

Corpus Christi Army Depot
Recruitment Strategies and Outreach Efforts (cont'd)

- **Tips for Improving Outreach Efforts**
  - To succeed in recruiting Hispanics and other minorities three things are needed:
    - Commitment from top leaders
    - Linkage between increasing diversity and meeting strategic goals
    - Targeted use of special hiring tools
  - Develop successful approaches to recruitment, efforts must be pro-active, well-targeted, and smartly designed to reach intended audience
  - Continue to reach out to the many talented and skilled citizens within the Hispanic and other minority Communities.
  - To continue outreach efforts resign yourself to the fact that its going to take energy, commitment, and hard work.